

OFFICIAL GAZETTE

GOVERNMENT OF GOA, DAMAN AND DIU

GOVERNMENT OF GOA, DAMAN
AND DIU

Industries and Labour Department

Notification

5/93/80-ILD

In exercise of the powers conferred by section 15 of the Mines and Minerals (Regulation and Development) Act, 1957 (Central Act 67 of 1957) and all other powers enabling it in this behalf, the Government of Goa, Daman and Diu hereby amends the Goa, Daman and Diu Minor Minerals Extraction and Removal Rules, 1974 as last amended by notification No. ILD/10097/76 dated 5th December, 1979 published in the Official Gazette, Series I No. 37 dated 13th December, 1979 (hereinafter called "Principal Rules") as follows, namely:—

In Schedule I appended to the Principal Rules, in item III (a), for word and figures "Rs. 0-90", the word and figures "Rs. 0-50" shall be substituted.

By order and in the name of the Lieutenant Governor of Goa, Daman and Diu.

G. K. Bhattacharya, Secretary (Industries and Labour).

Panaji, 2nd January, 1981.

Law Department (Legal Advice)

Notification

7/1/80-LGL

The following Notifications received from the Government of India, Ministry of Labour, New Delhi are hereby republished for general information of the public.

R. V. Durbhatker, Under Secretary (Law).

Panaji, 18th December, 1980.

GOVERNMENT OF INDIA
(BHARAT SARKAR)

MINISTRY OF LABOUR
(SHRAM MANTRALAYA)

Dated New Delhi, the 16th September, 1980

Notification

S. O.—Whereas certain proposals to fix the minimum rates of wages payable to the categories of employees employed in redoxide mines were published as required by Clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (11 of 1948) at pages 614 to 616 of the Gazette of India, Extraordinary, Part II, Section 3, Sub-section (ii), dated 16th April, 1980 under the notification of the Government of India, in the Ministry of Labour number S. O. 260(E) dated the 16th April, 1980 for information of, and inviting objections and suggestions from, all persons likely to be affected thereby, till the expiry of the period of two months from the date of publication of the said notification in the Official Gazette.

And Whereas the said Gazette was made available to the public on the 16th April, 1980.

And Whereas the objections and suggestions received on the said proposals have been considered by the Central Government;

Now, Therefore, in exercise of the powers conferred by clause (b) of sub-section (i) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (11 of 1948), the Central Government, after consulting the Advisory Board fixes the minimum rates of wages as specified in column (2) of the Schedule annexed hereto, payable to the categories of employees employed in employments in Redoxide mines as specified in the corresponding entries in column (1) of the said Schedule and directs that this notification shall come into force on the date of its publication in the Official Gazette.

THE SCHEDULE

Classification of work	Minimum rates of wages per day
1	2
<i>Unskilled</i>	
(1) Butler, (2) Caretaker, (3) Chowkidar, (4) Cleaner, (5) Dresser, (6) Labourer, (7) Loader, (8) Mazdoor, (Male/Female), (9) Messenger, (10) Number-	Rs. 6.65 (for work above ground)

1	2
-taker, (11) Office boy, (12) Peon, (13) Picker, (Male/Female), (14) Sorter, (15) Sweeper (Male/Female), (16) Trammer, (17) Trollyman, (18) Trolly triper, (19) Water Carrier, (20) Other categories by whatever name called which are unskilled,	Rs. 8.00 (for work below ground)

Semi-skilled/Unskilled Supervisory

(1) Ayah, (2) Bankman, (3) Brakesman, (4) Cash Guards, (5) Checker, (6) Dhobi (Male/Female), (7) Cook, (8) Fireman, (9) Grinder, (10) Greaser, (11) Hammerman, (12) Helper (Carpenter, Driller, Blaster, Crasher operator), (13) Jamadar, (14) Khalasi, (Bulldozer etc.) (15) Lamp Room Incharge, (16) Mate/Mali (without competency certificate under MMR 1961), (17) Oiler, (18) Pointsman, (19) Sampler, (20) Storeman, (21) Other categories by whatever name called which are semi-skilled/Unskilled supervisory.	Rs. 8.35 (for work above ground). Rs. 10.00 (for work below ground).
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Skilled

(1) Blacksmith, (2) Blaster (Short firer), (3) Carpenter, (4) Chargeman, (5) Chemist, (6) Compounder, (7) Draughtsman, (8) Driller, (9) Driver, (10) Electrician, (12) Fitter, (13) Foreman, (14) Mason, (15) Machanic, (16) Midwife, (17) Mistry, (18) Moulder, (19) Operator, (20) Overseer, (21) Painter, (22) Pipe-Fitter, (23) Supervisor, (24) Surveyor, (25) Tin-smith, (26) Timberman, (27) Turner, (28) Welder (29) Wireman, (30) Other categories by whatever name called which are skilled.	Rs. 10.00 (for work above ground). Rs. 12.00 (for work below ground).
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Clerical

(1) Cashier, (2) Clerk, (3) Register keeper, (4) Store-keeper, (5) Tracer, (6) Time-keeper, (7) Typist, (8) other categories by whatever name called which are clerical.	Rs. 10.00
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Explanations for the purpose of this notification:

(1) The minimum rates of wages are all inclusive rates including the basic rate, the cost of living allowance and the cash value of the concessional supply, if any, of essential commodities and include also the wages payable for the weekly day of rest.

(2) The minimum rates of wages are applicable to employees employed by contractors also.

(3) The minimum rates of wages for persons below 18 years of age and for disabled persons shall be 80% and 70% of the rates payable to the adult workers of the appropriate category as specified in the Schedule above.

(4) (a) *Unskilled* work is one which involves simple operations requiring little or no skill or experience on the job;

(b) *Semi-skilled* work is one which involves some degree of skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of a skilled employee, and includes unskilled supervisory work;

(c) *Skilled* work is one which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.

(5) Where the existing rates of wages of any employee, based on contract or agreement or otherwise, are higher than the rates notified herein, the higher rates shall be treated as the minimum rates of wages applicable for the purpose of this notification to such employees.

R. S. DESHPANDE

Deputy Secretary

[S. 32019/7/78-WC(MW)]

Dated New Delhi, the 16th September, 1980

Notification

S. O. — Whereas certain proposals to revise the minimum rates of wages payable to the categories of employees employed in Graphite mines were published as required by Clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (11 of 1948) at pages 381 to 383 of the Gazette of India, Extraordinary, Part II, Section 3, Sub-section (ii), dated 5th March, 1980 under the notification of the Government of India, in the Ministry of Labour number S. O. 146(E) dated the 5th March, 1980 for information, and inviting objections and suggestions from, all persons likely to be affected thereby, till the expiry of the period of two months from the date of publication of the said notification in the Official Gazette;

And Whereas the said Gazette was made available to the public on the 5th March, 1980;

And Whereas the objections and suggestions received on the said proposals have been considered by the Central Government;

Now, Therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (11 of 1948), and in supersession of notification of the Government of India in the Ministry of Labour number S. O. 3181 dated the 4th November, 1978, the Central Government, after consulting the Advisory Board revises, the minimum rates of wages as specified in column (2) of the Schedule annexed hereto, payable to the categories of employees employed in employments in Graphite mines as specified in the corresponding entries in column (1) of the said Schedule and directs that this notification shall come into force on the date of its publication in the Official Gazette.

THE SCHEDULE

Classification of work	Minimum rates of wages per day
1	2
Unskilled:	
Mazdoor (Male & Female), Chowkidar, Watchman, Khalasi, Cleaner, Loader, Cookhelper, Sweeper, Breaker (using manual appliances), Office Boy, Peon, Messenger, Scavanger, Waterman, Water Carrier, White-Washer, Lamp man, other categories by whatever name called which are unskilled.	Rs. 6-65 (for work above ground) Rs. 8-00 (for work below ground)

1	2
<i>Semi-Skilled/Unskilled Supervisory:</i>	
Breaker, Driller, Miner, Cook, Creche Aya, Head Chowkidar, Mate, Mukaddam (without competency certificate under MMR 1961), Oil man, Pump Khalasi, Shot Firer, Head Mistri, Boiler man, Thatcher, Tindles, Trolley man, Jamadar, White-washer, Helper (Loco, Crane, Truck), Helper (Carpenter, Blaster, Fitter, Driller, Blacksmith, Mason), Operator, Asstt. Mechanic, Butler-cum-cook, Care taker, Hammerman, Mali, other categories by whatever name called which are semi-skilled/Unskilled Supervisory.	Rs. 8-35 (for work above ground) Rs. 10-00 (for work below ground)
<i>Skilled:</i>	
Blacksmith, Carpenter, Compounder, Electrician, Shot Firer, White-washer, Foreman, Fitter, Mines Supervisor, Tailor, Head Cook, Engine man, Welder, Blaster, Machinist, Head Mistry, Sub-overseer (unqualified), Surveyor, Operator, Boilerman, Compressor operator, Tractor Driver, and other categories by whatever name called which are of skilled nature.	Rs. 10-00 (for work above ground) Rs. 12-00 (for work below ground)
<i>Clerical:</i>	
Accountant, Assistant, Clerk, Munshi, Typist, Stenographer, Tool Keeper, Time Keeper, other categories by whatever name called which are clerical.	Rs. 10-00:

Explanations: —

1. The minimum rates of wages revised as per by this notification are all-inclusive rates including the basic rate, the cost of living allowance and the cash value of concessional supply, in any, of essential commodities and also include the wages payable for the weekly day of rest.

2. The minimum rates of wages are applicable to employees employed by contractors also.

3. Where the prevailing rates of wages based on contract or agreement or otherwise, are higher than the rates proposed by this notification, the higher rates would be protected and treated as minimum rates of wages for the purpose of this notification.

4. The minimum rates of wages for disabled persons and for persons below eighteen years of age shall be seventy percent and eighty percent respectively of the rates payable to adult workers of the appropriate category.

5. For the purpose of this notification: —

(a) "*Unskilled work*" is work which involves simple operations requiring little or no skill or experience on the job;

(b) "*Semi-skilled work*" is work which involves some degree of skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of a skilled employee, and includes unskilled supervisory work;

(c) "*Skilled work*" is work which involves skill or competence acquired through experience on the job or through training as an apprentice in a technical or vocational institute and perfor-

mance of which calls for initiative and judgement.

R. S. DESHPANDE

Deputy Secretary

[S-32019/11/79-WC(MW)]

New Delhi, the 16th September, 1980

Notification

S. O. — Whereas certain proposals to fix the minimum rates of wages payable to the categories of employees employed in Felspar mines were published as required by Clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (11 of 1948) at pages 611-612 of the Gazette of India, Extraordinary, Part II, Section 3, Sub-section (ii), dated the 16th April, 1980 under the notification of the Government of India, in the Ministry of Labour number S. O. 258(E) dated the 16th April, 1980 for information of, and inviting objections and suggestions from, all persons likely to be affected thereby, till the expiry of the period of two months from the date of publication of the said notification in the Official Gazette;

And Whereas the said Gazette was made available to the public on the 16th April, 1980.

And Whereas the objections and suggestions received on the said proposals have been considered by the Central Government;

Now, Therefore, in exercise of the powers conferred by clause (b) of sub-section (i) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (11 of 1948), the Central Government, after consulting the Advisory Board fixes the minimum rates of wages as specified in column (2) of the Schedule annexed hereto, payable to the categories of employees employed in felspar mines as specified in the corresponding entries in column (1) of the said schedule and directs that this notification shall come into force on the date of its publication in the Official Gazette.

THE SCHEDULE

Classification of work	Minimum rates of wages per day
1	2
<i>Unskilled:</i>	
Mazdoor (Male/Female), Chowkidar, Khalasi, Cleaner, Loader, Hole Cutter, Earth cutter, Carrier (Stone), Carrier, Cartman, Care-taker, Concrete (Hand Mixer), Driver (Bullock, Camel, Donkey, Hule), Lampman, Mali, Petrolman, white washer, Waterman, Other categories by whatever name called which are unskilled.	Rs. 6-65 (for work above ground) Rs. 8-00 (for work below ground)
<i>Semi-skilled:</i>	
Bhisti, Breaker, Driller, Miner, Cook, Creche Ayah, Chowkidar, Helper, Mukaddam, Mate, Oilman, Pump Khalasi, Mistry, Quarryman, Quarry Opr., Store-	Rs. 8-35 (for work above ground)

Dated New Delhi, the 15-9-1980

1	2
man, Stocker, Boilerman, Thatcher, Thoomabaman, Tindals, Trolleyman, Jamader, Bearer, White washer, Brakesman, Helper (Loco, Crene, Truck), Topaz Topkar (Big/quartzite/quartz breaker), Edge Runner, Rack Wallers, Timberman, Jack Hammer, Fire Clay press or drying and refining workers, other categories by whatever name called which are semi-skilled.	Rs. 10-00 (for work below ground)
Skilled:	
Cutter, Blacksmith, Carpenter, Compounder, Electrician, Shotfirer, White washer, Foreman, Fitter, Mines Supervisor, Tailor, Headcook, Engine man, Welder, Blaster, Machinist, Head Mistry, Sub-overseer (Unqualified), Surveyor, Operator, Boilerman, any other categories by whatever name called which are of skilled nature.	Rs. 10.00 (for work above ground) Rs. 12.00 (for work below ground)
Clerical:	
Accountant, M. C. Clerk, Munshi, Store-clerk, Store issuer, Store keeper (Gr. I & II), Talley clerk, Time Keeper, Tool Keeper, Computer, Typist, Steno, Record keeper, other categories by whatever name called which are clerical.	Rs. 10-00

Explanations:

1. The minimum rates of wages fixed by this notification are all inclusive rates including basic rate, cost of living allowance and the cash value of concessional supply, if any, of essential commodities and also include the wages payable for the weekly day of rest.

2. The minimum rates of wages fixed by this notification are applicable to employees engaged by contractors also.

3. Where the prevailing rates of wages based on contract or agreement or otherwise, are higher than the rates fixed by this notification the higher rates shall be treated as minimum rates of wages for the purpose of this notification.

4. The minimum rates of wages for disabled persons and for persons below eighteen years of age shall be seventy percent and eighty percent respectively of the rates fixed by this notification for adult workers of the appropriate category.

5. For the purpose of this notification:—

(a) "Unskilled work" means work which involves simple operations requiring little or no skill or experience on the job;

(b) "Semi-skilled work" means work which involves some degree of skill or competence, acquired through experience on the job and which is capable of being performed under the supervision or guidance of a skilled employee, and include unskilled supervisory work;

(c) "Skilled work" means work which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.

R. S. DESHPANDE
Deputy Secretary

[(S-32019(3)/78-WC(MW)]

Notification

S. O. — Whereas certain proposals to revise the minimum rates of wages payable to the categories of employees employed in gypsum and barytes mines were published as required by Clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (11 of 1948) at pages 426-427 of the Gazette of India, Extraordinary, Part II, Section 3, Sub-section (ii), dated 17th March, 1980 under the notification of the Government of India, in the Ministry of Labour number S. O. 187(E) dated the 17th March, 1980 for information of, and inviting objections and suggestions from, all persons likely to be affected thereby, till the expiry of the period of two months from the date of publication of the said notification in the Official Gazette;

And Whereas the said Gazette was made available to the public on the 17th March, 1980.

And Whereas the objections and suggestions received on the said proposals have been considered by the Central Government;

Now, Therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4, and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (11 of 1948), and in supersession of notification of the Government of India in the Ministry of Labour number S. O./993 dated the 21st May, 1976 the Central Government, after consulting the Advisory Board revises, the Minimum rates of wages as specified in column (2) of the Schedule annexed hereto, payable to the categories of employees employed in employments in gypsum and barytes mines as specified in the corresponding entries in column (1) of the said Schedule and directs that this notification shall come into force on the date of its publication in the Official Gazette.

THE SCHEDULE

Classification of work	Minimum rates of wages per day
1	2
	Rs. p.
Gypsum Mines	
Unskilled:	
(1) Ayah, (2) Breaker (using Manual appliances), (3) Cleaner, (4) Driver (bullock cart, Camel, Donkey or Mule), (5) Dak Runner, (6) Laboratory boy, (7) Mazdoor (Male, Female), (8) Miner, (9) Picker (Male/Female), (10) Peon, (11) Sample Boy, (12) Sweeper (Male/Female) (13) Waterman, (14) Watchmen, (15) Other categories by whatever name called which are unskilled.	6-65 (For work above ground) 8-00 (For work below ground)
Semi-skilled/Unskilled Supervisory:	
(1) Breaker (using Mechanical appliances) (2) Checker, (3) Cook, (4) Care-taker, (5) Dispensary Attendant, (6) Gardener/Mali, (7) Helper (Carpenter, Crusher operator) (8) Halwai, (9) Head Chowkidar, (10) Khalasi (Bulldozer), (11) Laboratory Attendant, (12) Mate/Mucadam (without competence certificate under Metalliferous Mines Regulation, 1961), (13) Points Man, (14) Sampler,	8-35 (For work above ground) 10-00 (For work below ground)

1	2
Gypsum Mines	Rs. p.
(15) Telephone Attendant, (16) Untrained crache Attendant, (17) Other categories by whatever name called which are semi-skilled or unskilled supervisory.	
<i>Skilled:</i>	
(1) Assistant Sample Taker, (2) Air compressor Attendant, (3) Assistant Chemist, (4) Assistant Foreman, (5) Blacksmith, (6) Carpenter, (7) Compounder, (8) Chemist, (9) Diesel Mechanic, (10) Driver, (11) Driller, (12) Draftsman, (13) Electrician, (14) Fitter, (15) Ferro Printer-cum-chainman, (16) Generator operator, (17) Lineman, (18) Loading Foreman, (19) Lathe Mistry, (2) Mason, (21) Midwife, (22) Mate (with competency certificate under Metalliferous Mines Regulations 1961), (23) Pump Attendant, (24) Painter, (25) Skilled Mazdoor, (26) Shot Firer, (27) Stationery Engine Attendant, (28) Shovel Operator, (29) Sub-overseer, (30) Supervisor, (31) Turner, (32) Tub-Repairer, (33) Timberman, (34) Wireman, (35) Welder, (36) Other categories by whatever name called which are skilled.	10-00 (For work above ground) 12-00 (For work below ground)
<i>Clerical:</i>	
(1) Clerks, (2) Incharge watch and ward, (3) Munshi, (4) Office Assistant, (5) Store Issuer, (6) Stenographer, (7) Time-Keeper, (8) Typist, (9) Other categories by whatever name called which are clerical.	10-00
Barytes Mines	
<i>Unskilled:</i>	
(1) Chipper, (2) Dresser, (3) Loader, (4) Mazdoor (Male/Female), (5) Miner, (6) Watchman, (7) Other categories by whatever name called which are unskilled.	6-65 (For work above ground) 8-00 (For work below ground)
<i>Semi-skilled/Unskilled Supervisory:</i>	
(1) Gardener/Mali, (2) Hammerman, (2) Loader (Male/Female), (4) Other categories by whatever name called which are semi-skilled/unskilled supervisory.	8-35 (For work above ground) 10-00 (For work below ground)
<i>Skilled:</i>	
(1) Blaster (shot-firer), (2) Compressor Driver, (3) Driller, (4) Other categories by whatever name called which are skilled.	10-00 (For work above ground) 12-00 (For work below ground)
<i>Clerical:</i>	
(1) Clerks, (2) Munshi, (3) Stenographer, (4) Typist, (5) Other categories by whatever name called which are clerical.	10-00

Explanations —

1. The minimum rates of wages fixed by this notification are all inclusive rates including the basic rate, the cost of living allowance and cash value of the concessional supply, if any, of essential commodities, and include also the wages payable for the weekly day of rest.

2. The minimum rates of wages fixed by this notification are applicable to employees engaged by contractors also.

3. The minimum rates of wages payable to young persons below 18 years of age and disabled persons shall be 80% and 70% respectively of the rates fixed by this notification for adult workers of appropriate category.

4. For the purposes of this notification, —

(a) "*unskilled work*" means work which involves simple operations requiring little or no skills or experience on the job;

(b) "*semi-skilled work*" means work which involves some degree of skills or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of a skilled employee, and includes unskilled supervisory work;

(c) "*skilled work*" means work which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement;

5. Where the existing rates of wages based on contract or agreement are higher than the rates fixed by this notification, the higher rates shall be treated as minimum rates of wages for the purpose of this notification.

R. S. DESHPANDE

Deputy Secretary.

[No. S-32019(15)/79-WC(MW)]

New Delhi, the 15 Sept., 1980

Notification

S. O. — Whereas certain proposals to revise the minimum rates of wages payable to the categories of employees employed in mica mines were published as required by Clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (11 of 1948) at pages 385-386 of the Gazette of India, Extraordinary, Part II, Section 3, Sub-section (ii), dated the 5th March, 1980 under the notification of the Government of India, in the Ministry of Labour number S. O. 148(E) dated the 5th March, 1980 for information of, and inviting objections and suggestions from, all persons likely to be affected thereby, till the expiry of the period of two months from the date of publication of the said notification in the Official Gazette;

And Whereas the said Gazette was made available to the public on the 5th March, 1980.

And Whereas the objections and suggestions received on the said proposals have been considered by the Central Government;

Now, Therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (11 of 1948), and in supersession of notification of the Government of India in the Ministry

of Labour number S. O. 2115, dated the 28th May, 1976, the Central Government, after consulting the Advisory Board revises, the minimum rates of wages as specified in column (2) of the Schedule annexed hereto, payable to the categories of employees employed in employments in mica mines as specified in the corresponding entries in column (1) of the said Schedule and directs that this notification shall come into force on the date of its publication in the Official Gazette.

THE SCHEDULE

Categories of employees	Minimum rates of wages per day
1	2
Unskilled:	
Mazdoor (Male and Female) cleaner, Scavenger, Messenger/Office Boy, Watchman, Khalasi, Waterman, Helper, Loader, Coolie, Mali, any other categories by whatsoever name called which are of unskilled nature.	Rs. 6-65 (for work above ground) Rs. 8-00 (for work below ground)
Semi-skilled:	
Hammerman, Head Cooly, Mica cutter-Grade II, Sorter, Dresser-Grade II, Gauge worker, Disc Worker, Attendant, Cook, Explosive Carrier, Gun Man, Winding Engine Driver Grade-II Shearers, Waste Cutter, Assistant fitter, any other categories by whatsoever name called which are of semi-skilled nature,	Rs. 8-35 (for work above ground) Rs. 10-00 (for work below ground)
Skilled:	
Driller, Blaster, Mistry, Mica cutters, Grade I, Carpenter, Blacksmith, Dresser Grade I, Mining Mate, Engine Driver, Fitter, Turner, Electrician, Moulder, Welder, Vehicle Driver, Mason, Winding Engine Driver Gr. I, Fireman, Shot-Firer, Compressor Driver, Mechanic, Pump Fan Driver, Grinders, Sirdar, Latheman, any other categories by whatsoever name called which are of skilled nature.	Rs. 10-00 (for work above ground) Rs. 12-00 (for work below ground)
Clerical:	
Accountant, Typist/Steno, Clerk, Compounder, Store-keeper/Incharge, Shift Incharge, Time Keeper, Cashier, Creche Attendant, Supervisory, any other categories by whatsoever name called which are of clerical nature.	Rs. 10-00

Explanation:—For the purpose of this notification,—

(1) The minimum rates of wages are all inclusive rates of wages and include the basic rate, the cost of living allowance and the cash value of concessions, if any, in respect of supplies of essential commodities and also the wages payable for the weekly day of rest;

(2) The minimum rates of wages are applicable to employees engaged by contractors also;

(3) Where the prevailing rates of wages based on contract or agreement or otherwise are higher than the rates specified above, the higher rates would be protected and treated as minimum wages;

(4) (a) "Unskilled work" is one which involves simple operations requiring little or no skill or experience on the job;

(b) "Semi-skilled work" is one which involves some degree of skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work;

(c) "Skilled work" is one which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.

(5) The minimum rates of wages for young persons below 18 years of age and for disabled persons shall be 80% and 70% respectively of the rates fixed by this notification for adult workers of the appropriate category.

C. R. NAIR

Deputy Secretary

S-32019(13)/79-WC(MW)

Dated New Delhi, the 12th September, 1980.

Notification

S. O.—Whereas certain proposals to revise the minimum rates of wages payable to the categories of employees employed in (i) stone mines (ii) kyanite mines (iii) steatite mines (including mines producing soapstone and talc) (iv) ochre mines (v) asbestos mines and (vi) fire clay mines were published as required by Clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (11 of 1948) at pages 338-339 of the Gazette of India, Extraordinary, Part II, Section 3, Sub-section (ii), dated 1st March, 1980 under the notification of the Government of India, in the Ministry of Labour number S. O. 132(E) dated the 28th February, 1980 for information of, and inviting objections and suggestions from, all persons likely to be affected thereby, till the expiry of the period of two months from the date of publication of the said notification in the Official Gazette;

And Whereas the said Gazette was made available to the public on the 1st March, 1980.

And Whereas the objections and suggestions received on the said proposals have been considered by the Central Government;

Now, Therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (11 of 1948), and in supersession of notification of the Government of India in the Ministry of Labour number S. O. 3593 dated the 9th October, 1976 the Central Government, after consulting the Advisory Board revises, the minimum rates of wages as specified in column (2) of the Schedule annexed hereto, payable to the categories of employees employed in employments in (i) stone mines (ii) kyanite mines (iii) steatite mines (including mines producing soapstone and talc) (iv) ochre mines (v) asbestos mines and (vi) fire clay mines as specified in the corresponding entries in column (1) of the said Schedule and directs that

this notification shall come into force on the date of its publication in the Official Gazette.

THE SCHEDULE

Classification of work	Minimum rates of wages per day
1	2
Unskilled:	
Mazdoor (Male and Female), Chowkidar, Coolie, Cleaner, Khalasi, Loader, Hole Cutter, Earth-cutter, Carrier (Stone), Carrier, Cartman, Caretaker, Concrete (Hand Mixer), Driver, (Bullock, Camel, Donkey, Mule), Lampman, Mali, Petrolman, White Washer, Waterman, other categories by whatever name called which are unskilled.	Rs. 6-65 (for work above ground) Rs. 8-00 (for work below ground)
Semi-skilled:	
Bhisti, Breaker, Driller, Miner, Attendant, Cook Crech Ayah, Head Chowkidar, Helper, Muccadam, Mate, Oilman, Pump Khalasi, Shot Firer, Head Mistry, Quarry man, Quarry Operator, Store Man, Stocker, Boilerman, Thatcher, Thoombaman, Tindals, Trolleyman, Jamadar, Bearer, Breakesman, Helper (Loco, Crane, Truck), Topaz Topkar (Big Stone/Kyanite Breaker), Edge Runner, Pack Wallers, Timberman, Jack Hammer, Fire Clay press or drying and refining workers, other categories by whatever name called which are semi-skilled.	Rs. 8-35 (for work above ground) Rs. 10-00 (for work below ground)
Skilled:	
Blacksmith, Carpenter, Compounder, Electrician, Foreman, Fitter, Mine Supervisor, Tailor, Head Cook, Engine Man, Welder, Blaster, Machinist, Sub-overseer (Unqualified), Surveyor, Operator, Any other categories by whatever name called which are of skilled nature.	Rs. 10-00 (for work above ground) Rs. 12-00 (for work below ground)
Clerical:	
Accountant, M. C. Clerk, Munshi, Store Clerk, Store Issuer, Store Keeper (Grade I & II), Talley Clerk, Time Keeper, Tool Keeper, Computer, Typist, Steno, Record Keeper, other categories by whatever name called which are clerical.	Rs. 10-00

Explanations: —

1. The minimum rates of wages fixed as per by this notification are all-inclusive rates including the basic rate, the cost of living allowance and the cash value of concessional supply, if any, of essential commodities and also include the wages payable for the weekly day of rest.

2. The minimum rates of wages are applicable to employees employed by contractors also.

3. Where the prevailing rates of wages based on contract or agreement or otherwise are higher than the notified rates under the Act, the higher rates would be protected and treated as minimum rates of wages for the purposes of this notification.

4. For the purposes of this notification, —

(a) "Unskilled work" is one which involves simple operations requiring little or no skill or experience on the job.

(b) "Semi-skilled work" is one which involves some degree of skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of a skilled employee, and includes unskilled supervisory work;

(c) "Skilled work" is one which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.

5. The minimum rates of wages for disabled persons and for persons below eighteen years of age shall be 70% and 80% respectively of the rates payable to adult workers of the appropriate category.

R. S. DESHPANDE

Deputy Secretary

[S. 32019(6)/79-WC(MW)]

New Delhi dated the 1st Nov., 1980

Notification

G. S. R. — In exercise of the powers conferred by sub-section (1) of section 5, read with sub-section (1) of section 7 of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952), the Central Government hereby makes the following scheme further to amend the Employees' Provident Funds Scheme, 1952, namely: —

1. This Scheme may be called the Employees' Provident Funds (Fourth Amendment) Scheme, 1980.

2. In the Employees' Provident Funds Scheme, 1952, in clause (b) of Sub-paragraph (3) of paragraph 1, after sub-clause (XC), the following sub-clause shall be inserted, namely: —

"(XCI) as respects factories relating to the Myrobalan Extract Powder, Myrobalan Extract Solid, and Vegetable Tannin Blended Extract industries, specified in the notification of the Government of India in the Ministry of Labour No. G. S. R. 613(E) dated the 30th Oct., 1980 come into force on the 31st October, 1980".

(No. S-35016(3)/80-PF-II)

A. POONEN

Deputy Secretary

New Delhi dated the 30th October, 1980

Notification

G. S. R. — Whereas the Central Government is of opinion that a provident fund scheme should be framed under the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952) in respect of the employees of the industries engaged in the manufacture of Myrobalan Extract Powder, Myrobalan Extract Solid and Vegetable Tanin Blended Extract.

Now, therefore, in exercise of the powers conferred by sub-section (1) of section 4 of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952), the Central Government hereby adds with effect from the 31st October, 1980 the said industries to Schedule I to the said Act.

(No. S-35016(3)/80-PF-II)

A. POONEN

Deputy Secretary

New Delhi, the 18 Sept. 1980

Notification

S. O. — Whereas certain proposals to revise the minimum rates of wages payable to the categories of employees employed in Copper mines were published as required by Clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (11 of 1948) at pages 438-439 of the Gazette of India, Extraordinary, Part II, Section 3, Sub-section (ii), dated 19th March, 1980 under the notification of the Government of India, in the Ministry of Labour number S. O. 195(E) dated the 19th March, 1980 for information of, and inviting objections and suggestions from, all persons likely to be affected thereby, till the expiry of the period of two months from the date of publication of the said notification in the Official Gazette;

And Whereas the said Gazette was made available to the public on the 19th March, 1980.

And Whereas the objections and suggestions received on the said proposals have been considered by the Central Government;

Now, Therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of Section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (11 of 1948), and in supersession of notification of the Government of India in the Ministry of Labour number S. O. 1997 dated the 12th June, 1976, the Central Government after consulting the Advisory Board revises, the minimum rates of wages as specified in column (2) of the Schedule annexed hereto, payable to the categories of employees employed in Copper mines as specified in the corresponding entries in column (1) of the said Schedule and directs that this notification shall come into force on the date of its publication in the Official Gazette.

THE SCHEDULE

Classification of work	Minimum rates of wages per day
1	2
Unskilled:	
Ayah, Breaker (using Manual appliances), Beldar (Canteen), Chowkidar, Cleaner, Cook Helper, Hammerman, Trammer, Mazdoor () Office-boy, Peon/Messenger, Survey Khalasi, Sweeper (), Watchmen, Waterman, other categories by whatever name called which are unskilled.	Rs. 6.65 (for work above ground) Rs. 8.00 (for work below ground)

1	2
Semi-Skilled/Unskilled Supervisory:	
Assistant to Blaster, Assistant to Fitter, Assistant Drill Operator, Breaker (using Mechanical appliances), Butter-cum-Cook, Caretaker, Cook, Checker, Dispensary attendant, Helper (Carpenter, blacksmith Mason, Mechanic, Mining), Lamp-room-attendant, Pump attendant, Mali, Mining Mates, Pointsman, Sampler, Telephone attendant, Untrained Creche attendant, Ventilation-fan-attendant. Other categories by whatever name called which are semi-skilled or unskilled supervisory.	Rs. 8.35 (for work above ground) Rs. 10.00 (for work below ground)
Skilled:	
Airwinch, Haulage Operator, Auto-Electrician Painter, Blacksmith, Blaster, Compressor-Operator, Concrete Mixture Operator charginman, Carpenter, Compounder, Chemist, Drill Operator, Drill Mechanic, Driver Auto, Electrician, Foreman, fitter, ferro Driver, Hoist operator, Lineman, Mechanic, Mason, Midwife, Mistry, Pump Operator, skilled Mazdoor, Supervisor (Mechanic) Stone Crusher Operator, IMCO Driver, Loco Driver, Limoo Loader Operator, Surveyor, furner, Timber, Timber Mistry, Wireman, Welder, Work Mistry, Winding Engine Driver, Incharge Watch and Ward, Other categories by whatever name called which are skilled.	Rs. 10.00 (for work above ground) Rs. 12.00 (for work below ground)
Clerical:	
Accountant, Assistant, Clerks, Magazine Clerk, Cashier, Munshi, Record-keeper/ /File clerks, Storekeeper, Time keeper, Stenographer, Typist, Other categories by whatever name called which are skilled.	Rs. 10.00

Explanation: For the purpose of this notification:—

1. (a) "Unskilled work" is one which involves simple operations requiring little or no skill or experience on the job.

(b) "Semi-skilled work" is one which involves some degree of skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work.

(c) "Skilled work" is one which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational institute and the performance of which call for initiative and judgement.

2. The minimum rates of wages are all inclusive rates including the basic rate, the cost of living allowance and the cash value of concessional supply, if any, of essential commodities and include also the wages payable for the weekly day of rest.

3. The minimum rates of wages are applicable to employees employed by contractors also.

4. Where the existing rates of wages based on contract or agreement are higher than the rates notified under this notification, the higher rates shall be treated as minimum rates of wages for the purpose of this notification.

5. The minimum rates of wages for young persons below 18 years of age and disabled persons

shall be 80% and 70% respectively of the rates payable to adult workers of the appropriate category.

R. S. DESHPANDE

Deputy Secretary

[S-32019/5/79-WC(MW)]

New Delhi, the 15 Sept. 1980

Notification

S. O. — Whereas certain proposals to revise the minimum rates of wages payable to the categories of employees employed in Manganese mines were published as required by Clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (11 of 1948) at pages 663-664 of the Gazette of India, Part II, Section 3, Sub-section (ii), dated the 8th March, 1980 under the notification of the Government of India, in the Ministry of Labour number S. O. 560 dated the 8th March, 1980 for information of, and inviting objections and suggestions from, all persons likely to be affected thereby, till the expiry of the period of two months from the date of publication of the said notification in the Official Gazette;

And Whereas the said Gazette was made available to the public on the 8th March, 1980;

And Whereas the objections and suggestions received on the said proposals have been considered by the Central Government;

Now Therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (11 of 1948), and in supersession of notification of the Government of India in the Ministry of Labour number S. O. 1998 dated the 12th June, 1976 the Central Government, after consulting the Advisory Board revises, the minimum rates of wages as specified in column (2) of the Schedule annexed hereto, payable to the categories of employees employed in employ manganese mines as specified in the corresponding entries in column (1) of the said Schedule and directs that this notification shall come into force on the date of its publication in the Official Gazette.

THE SCHEDULE

Classification of work	Minimum rates of wages per day
1	2

Unskilled:

(1) Ayah, (2) Butler, (3) Care taker, (4) Chowkidar, (5) Cleaner, (6) Dresser, (7) Labourer, (8) Loader, (9) Mazdoor (Male/Female), (10) Messenger, (11) Numbertaker, (12) Office Boy, (13) Peon, (14) Picker (Male/Female), (15) Sorter, (16) Sweeper (Male/Female), (17) Trammer, (18) Trolleyman, (19) Trolley triper, (20) Water Carrier, (21) Other categories by whatever name called which are unskilled,	Rs. 6.65 (for work above ground) Rs. 8.00 (for work below ground)
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Semi-Skilled/Unskilled Supervisory:

(1) Bankman, (2) Brakesman, (3) Cash Guards, (4) Checker, (5) Cook, (6) Dhobi (Male/Female), (7) Fireman, (8) Greaser, (9) Grinder (10) Hammerman, (11) Helper, (Carpenter, Crusher operator), (12) Jamadar, (13) Khalasi (Buldozer, etc.), (14) Lamp Room Incharge, (15) Mate/Mali (Without competency certificate under MMR 1961), (16) Oiler, (17) Pointsman, (18) Sampler, (19) Storeman, (20) Other categories by whatever name called which are semi-skilled/unskilled supervisory.	Rs. 8.35 (for work above ground) Rs. 10.00 (for work below ground)
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Skilled:

(1) Asayer, (2) Black-smith, (3) Blaster (Short-firer) (4) Carpenter, (5) Chargemen, (6) Compounder (7) Creche Attendant, (8) Draughtsman (9) Driller, (10) Driver, (11) Electrician, (12) Fitter, (13) Foreman, (14) Mason, (15) Mechanic, (16) Midwife, (17) Mistry (18) Moulder, (19) Operator, (20) Overseer, (21) Painter, (22) Pipe Fitter, (23) Supervisor, (24) Surveyor, (25) Tin-smith, (26) Timberman, (27) Turner, (28) Welder, (29) Wireman, (30) Work-Sarker, (31) Other categories by whatever name called which are skilled.	Rs. 10.00 (for work above ground) Rs. 12.00 (for work below ground)
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Clerical:

(1) Cashier, (2) Clerk, (3) Register-keeper, (4) Store-keeper, (5) Teacher, (6) Time-keeper, (7) Typist, (8) Other categories by whatever name called which are clerical.	Rs. 10.00
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Explanations for the purposes of this notification

(1) The minimum rates of wages are all inclusive rates including the basic rate, the cost of living allowance and the cash value of the concessional supply, if any, of essential commodities and include also the wages payable for the weekly day of rest.

(2) The minimum rates of wages are applicable to employees employed by contractors also.

(3) The minimum rates of wages for young persons below 18 years of age and disabled persons shall be 80% and 70% respectively of the rates fixed by this notification for adult workers of the appropriate category.

(4) (a) *Unskilled* work means work which involves simple operations requiring little or no skills or experience on the job;

(b) *Semi-skilled* work means work which involves some degree of skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of a skilled employee, and includes unskilled supervisory work;

(c) *Skilled* work means work which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.

(5) Where the prevailing rates of wages of any employee is higher than the rates notified herein, the higher wages shall be treated as the minimum

rates of wages applicable for the purpose of this notification to such employee.

R. S. DESHPANDE
Dy. Secretary
(S-32019/9/79-WC(MW))

Dated New Delhi, the 12th September, 1980

Notification

S. O.—Whereas certain proposals to fix the minimum rates of wages payable to the categories of employees employed in laterite mines were published as required by Clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (11 of 1948) at pages 389-390 of the Gazette of India, Extraordinary, Part II, Section 3, Sub-section (ii) dated 7th March, 1980 under the notification of the Government of India, in the Ministry of Labour number S. O. 150(E) dated the 7th March, 1980 for information of, and inviting objections and suggestions from, all persons likely to be affected thereby, till the expiry of the period of two months from the date of publication of the said notification in the Official Gazette,

And Whereas the said Gazette was made available to the public on the 7th March, 1980.

And Whereas the objections and suggestions received on the said proposals have been considered by the Central Government;

Now, Therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (11 of 1948), the Central Government, after consulting the Advisory Board fixes the minimum rates of wages as specified in column (2) of the schedule annexed hereto, payable to the categories of employees employed in employments in laterite mines as specified in the corresponding entries in Column (1) of the said Schedule and directs that this notification shall come into force on the date of its publication in the Official Gazette.

THE SCHEDULE

Classification of work	Minimum rates of wages paid
1	2
<i>Unskilled:</i>	
Mazdoor (Male & Female), Chowkidar, Coolie, Cleaner, Khalasi, Loader, Excavating labour, Unloader, Khannaya, Sweeper, Belder, other categories by whatever name called which are unskilled.	Rs. 6.65 (for work above ground). Rs. 8.00 (for work below ground)
<i>Semi-Skilled/Unskilled Supervisory:</i>	
Assistant Driller, Mali, Miner, Mate (without competency certificate under MMR-1961), Muccadam (without competency certificate under MMR-1961), Head Chowkidar other categories by whatever name called which are semi-skilled/unskilled supervisory.	Rs. 8.35 (for work above ground) Rs. 10.00 (for work below ground)

1	2
<i>Skilled:</i>	
Mine Supervisor, Driller, Compressor attender, Machinery attender, Balster (Shot firer), Driver, Mate (with competency certificate under MMR-1961), Muccadam (with competency certificate under MMR-1961), Supervisor, other categories by whatever name called which are skilled.	Rs. 10.00 (for work above ground) Rs. 12.00 (for work below ground)
<i>Clerical:</i>	
Clerk, Munshi, Accountant, Time keeper, Store Issuer, Typist, other categories by whatever name called which are clerical.	Rs. 10.00

Explanations: —

- For the purpose of this notification: —
 - “Unskilled work” is one which involves simple operations requiring little or no skill or experience on the job;
 - “Semi-skilled work” is one which involves some degree of skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of a skilled employee, and includes unskilled supervisory work;
 - “Skilled work” is one which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.
- The minimum rates of wages fixed as per this notification are all inclusive rates including the basic rate, the cost of living allowance and cash value of concessional supply, if any, of essential commodities and also include the wages payable for the weekly rest day.
- The minimum rates of wages for persons below 18 years of age and for disabled persons shall be 80% and 70% respectively of the rates payable to the adult workers of the appropriate category as specified in the Schedule above.
- The minimum rates of wages fixed as per this notification are applicable also to employees engaged by contractors.
- Where the existing rates of wages, based on contract or agreement or otherwise, are higher than the rates fixed by this notification, the higher rates shall be treated as the minimum rates of wages applicable for the purpose of this notification.

R. S. DESHPANDE
Deputy Secretary
[S-32019/5/78-WC(MW)]

New Delhi, the 18th Sept. 1980

Notification

S. O.—Whereas certain proposals to revise the minimum rates of wages payable to the categories of

employees employed in quartzite, quartz and Silica mines were published as required by Clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (11 of 1948) at pages 374-375 of the Gazette of India, Extraordinary, Part II, Section 3, sub-section (ii) dated the 4th March, 1980 under the notification of the Government of India, in the Ministry of Labour number S. O. 142(E) dated the 4th March, 1980 for information of, and inviting objections and suggestions from, all persons likely to be affected thereby, till the expiry of the period of two months from the date of publication of the said notification in the Official Gazette;

And Whereas the said Gazette was made available to the public on the 4th March, 1980.

And Whereas the objections and suggestions received on the said proposals have been considered by the Central Government;

Now, Therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3; read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (11 of 1948); and in supersession of notification of the Government of India in the Ministry of Labour number S. O. 626 dated the 3rd February, 1977 the Central Government, after consulting the Advisory Board, revises the minimum rates of wages as specified in column (2) of the Schedule annexed hereto, payable to the categories of employees employed in quartzite, quartz and silica mines as specified in the corresponding entries in column (1) of the said Schedule and directs that this notification shall come into force on the date of its publication in the Official Gazette.

THE SCHEDULE

Classification of work	Minimum rates of wages per day
1	2
Unskilled:	
Mazdoor (Male and Female), Chowkidar, Coolie, Khalasi, Cleaner, Loader, Hole cutter, Earth-cutter, Carrier (Stone), Carrier, Cartmen, Caretaker, Concrete (Hand Mixer), Driver (Bullock, Camel, Donkey, Mule), Lampman, Mali, Pertolman, White-washer, Waterman, Other categories by whatever name called which are unskilled.	Rs. 6.65 (for work above ground) Rs. 8.00 (for work below ground)
Semi-skilled:	
Bisti, Breaker, Driller, Miner, Cook, Creche Ayah, Head Chowkidar, Helper, Muc-cadam, Mate, Oilman, Pump Khalasi, Shot Firer, Head Mistry, Quarryman, Quarry Operator, Storeman, Stocker, Boilerman, Thatcher, Thoombaman, Tindals, Trolleyman, Jamadar, Bearer, White washer, Breaksman, Helper (Loco, Crane, Truck), Topaz Topkar (Big/Quartzite/Quartz-Breaker), Edge Runner, Pack Wallers, Timberman, Jack Hammer, Fire Clay press or drying and refining workers, other categories by whatever name called which are semi-skilled.	Rs. 8.35 (for work above ground) Rs. 10.00 (for work below ground)
Skilled:	
Blacksmith, Carpenter, Compounder, Electrician, Shot firer, White washer, Foreman, Fitter, Mines Supervisor, Tailor, Head Cook, Engineman, Welder, Blaster, Machinist, Head Mistry, Sub-overseer (Unqualified), Surveyor, Operator, Boilerman, any other categories by whatever name called which are os skilled nature.	Rs. 10.00 (for work above ground) Rs. 12.00 (for work below ground)

Clerical

Accountant, M. C. Clerk, Munshi, Store clerk, Store issuer, Storekeeper (Gr. I & II), Talley Clerk, Time Keeper, Tool keeper, Computer, Typist, Steno, Record keeper, other categories by whatever name called which are clerical.	Rs. 10.00
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Explanations:

1. The minimum rates of wages by this notification are all inclusive rates including the basic rate, the cost of living allowance and the cash value of concessional supply, if any, of essential commodities and also include the wages payable for the weekly day of rest.

2. The minimum rates of wages are applicable to employees employed by contractors also.

3. Where the prevailing rates of wages based on contract or agreement or otherwise, are higher than the rates proposed by this notification the higher rates would be protected and treated as minimum rates of wages for the purposes of this notification.

4. The minimum rates of wages for disabled persons and for persons below 18 years of age shall be seventy per cent and eighty percent respectively of the rates payable to adult workers of the appropriate category.

5. For the purpose of this notification, —

(a) "Unskilled work" is work which involves simple operations requiring little or no skill or experience on the job;

(b) "Semi-skilled work" is work which involves some degree of skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of a skilled employee, and includes unskilled supervisory work;

(c) "Skilled work" is work which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.

R. S. DESHPANDE

Deputy Secretary

[S-32019(7)/79-WC(MW)]

New Delhi, dated the 12th September, 1980

Notification

S. O. ... Whereas certain proposals to revise the minimum rates of wages payable to the categories of employees employed in Chromite Mines were published as required by Clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (11 of 1948) at pages 384-385 of the Gazette of India, Extraordinary, Part II, Section 3, Sub-section (ii), dated 5th March, 1980 under the notifi-

cation of the Government of India, in the Ministry of Labour number S. O. 147(E) dated the 5th March, 1980 for information of, and inviting objections and suggestions from, all persons likely to be affected thereby, till the expiry of the period of two months from the date of publication of the said notification in the Official Gazette;

And Whereas the said Gazette was made available to the public on the 5th March, 1980.

And Whereas the objections and suggestions received on the said proposals have been considered by the Central Government;

Now, Therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (i) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (11 of 1948), and in supersession of notification of the Government of India in the late Ministry of Labour number S. O. 2114 dated the 19th June 1976 the Central Government, after consulting the Advisory Board revises, the minimum rates of wages as specified in column (2) of the Schedule annexed hereto, payable to the categories of employees employed in employments in Chromite Mines as specified in the corresponding entries in column (1) of the said Schedule and directs that this notification shall come into force on the date of its publication in the Official Gazette.

THE SCHEDULE

Chromite Mines

Unskilled

Ayah, Attendant, Breaker (using Manual appliances), Beldar (Canteen), Chowkidar, Cleaner, Cook-helper, Hammerman, Loader, Lorry helper, Mazdoor (Male/Female), Office-boy, Peon/Messenger, Survey Khalasi, Sweeper (Male/Female), Scavenger, Surface Lander, Watchman, Waterman, Water Carrier, Wood Cutter, other categories by whatever name called which are unskilled.

Rs. 6-65 (for work above ground)

Rs. 8-00 (for work below ground)

Semi-Skilled/Unskilled Supervisory

Assistant to Blaster, Assistant to Fitter, Assistant Drill Operator, Attendant 'C' Category, Assistant Mechanic, Banksmen, Breaker (using Mechanical appliances), Butler-cum-Cook, Caretaker, Cook, Checker, Charge Room Assistant, Dispensary Attendant, Helper (Carpenter, Blacksmith, Mason, Mechanic, Mining), Hammerman, Lamp-room Attendant, Pump Attendant, Mail, Mining mate, Mechanical Helper, Mail Runner, Points-man, Sampler, Telephone attendant, Timberman, Untrained Creche attendant, Ventilation-Fan-Attendant. Other categories by whatever name called which are semi-skilled/Unskilled Supervisory.

Rs. 8-35 (for work above ground)

Rs. 10-00 (for work below ground)

Skilled

Airwinch Haulage Operator, Auto-Electrician, Painter, Blacksmith, Blaster, Compressor-Operator/Driver, Concrete mixer Operator, Chargeman, Carpenter, Compounder, Chemist, Drill Operator, Drill Mechanic, Driver Auto, Electrician, Wireless Operator, Foreman, Fitter, Ferry Driver, Host Operator/Driver, IMCO Driver, Issuer Lorry driver, Loco Driver, Loader Operator, Lineman, Mechanic, Mason, Midwife, Mistry,

Rs. 10-00 (for work above ground)

Rs. 12-00 (for work below ground)

Pump Operator/Driver, Skilled Mazdoor, Supervisor (Mechanic), Supervisor Electrical, Stone crusher Operator, Surveyor, Senior Mechanic, Turner, Timber Mistry, Wireman, Welder, Work Mistry, Mining Engine Driver, Incharge of Watch & Ward. Other categories by whatever name called which are skilled.

Clerical

Accountant, Assistant, Clerk, Magazine clerk, Cashier, Munshi, Record Keeper/File clerks, Store Keeper, Stenographer, Time-keeper, Typist, other categories by whatever name called which are clerical.

Rs. 10-00.

Explanation:— For the purpose of this notification, —

(1) (a) "Unskilled" work is one which involves simple operations requiring little or no skill or experience on the job.

(b) "Semi-skilled" work is one which involves some degree of skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of a skilled employee, and includes unskilled supervisory work;

(c) "Skilled" work is one which involves skill or competence acquired through experience on the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgement.

(2) The minimum rates of wages revised are all inclusive rates including the basic rate, the cost of living allowance and the cash value of concessional supply, if any, of essential commodities and also include the wages payable for the weekly day of rest.

(3) The minimum rates of wages are applicable to employees employed by the contractor also;

(4) Where the prevailing rates of wages based on contract, agreement etc. are higher than the rates notified under the Act, the higher rates would be protected and treated as minimum wages;

(5) The minimum rates of wages for young persons below 18 years of age and disabled persons shall be 80% and 70% respectively of the rates payable to adult workers of the appropriate category.

R. S. DESHPANDE

Deputy Secretary to the Govt. of India.

[No. S. 32019(12)/79-WC(MW)]

New Delhi, the 12th Sept. 1980

Notification

S. O. — Whereas certain proposals to revise the minimum rates of wages payable to the categories

of employees employed in bauxite mines were published as required by Clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (11 of 1948) at pages 391-392 of the Gazette of India, Extraordinary, Part II, Section 3, Sub-section (ii), dated the 7th March, 1980 under the notification of the Government of India, in the Ministry of Labour number S. O. 151(E) dated the 7th March, 1980 for information of, and inviting objections and suggestions from, all persons likely to be affected thereby, till the expiry of the period of two months from the date of publication of the said notification in the Official Gazette;

And Whereas the said Gazette was made available to the public on the 7th March, 1980;

And Whereas the objections and suggestions received on the said proposals have been considered by the Central Government;

Now Therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (11 of 1948), and in supersession of notification of the Government of India in the Ministry of Labour number S. O. 2116 dated the 19th June, 1976, the Central Government, after consulting the Advisory Board revises, the minimum rates of wages as specified in column (2) of the Schedule annexed hereto, payable to the categories of employees employed in employments in Bauxite mines as specified in the corresponding entries in column (1) of the said Schedule and directs that this notification shall come into force on the date of its publication in the Official Gazette.

THE SCHEDULE

Classification of work	Minimum rates of wages per day
1	2
Unskilled:	
(1) Cleaner, (2) Mazdoor (Male/Female), (3) Miner, (4) Office Boy, (5) Peon, (6) Picker (Male/Female), (7) Sweeper, (8) Watchman, (9) Water Carrier, (10) Other categories by whatever name called which are unskilled.	Rs. 6-65 (for work above ground) Rs. 8-00 (for work below ground)
Semi-Skilled/Unskilled Supervisory:	
(1) Assistant Driller, (2) Bull-Dozer Khalasi, (3) Carpenter Helper, (4) Crusher Operator Helper, (5) Canteen Boy, (6) Gardener/Mali, (7) Mate (without competency certificate under MMR-1961), (8) Muccadum (without competency certificate under MMR 1961), (9) Sampler, (10) Tool Sharpner, (11) All other categories by whatever name called which are semi-skilled/unskilled supervisory.	Rs. 8-35 (for work above ground) Rs. 10-00 (for work below ground)
Skilled:	
(1) Blacksmith, (2) Blaster (Short firer), (3) Carpenter, (4) Crusher operator, (5) Compressor Attendant, (6) Compressor	Rs. 10-00 (for work above ground)

1	2
Driller, (7) Driller, (8) Driver, (9) Electrician, (10) Fitter, (11) Mechanic, (12) Mate (with competency certificate under MMR-1961), (13) Power Shovel Operator, (14) Pump Driver, (15) Power and Pump House Operator, (16) Pump Attendant, (17) Supervisor, (18) Tractor Operator, (19) Other categories by whatever name called which are skilled.	Rs. 12-00 (for work below ground)
Clerical:	
(1) Clerk, (2) Munshi, (3) Stenographer, (4) Typist, (5) Other categories by whatever name called which are clerical.	Rs. 10-00

Explanations: —

1. The minimum rates of wages fixed by this notification are all inclusive rates including the basic rate, the cost of living allowance and the cash value of the concessional supply, if any, of essential commodities, and include also the wages payable for the weekly day of rest.

2. The minimum rates of wages fixed by this notification are applicable to employees engaged by contractors also.

3. The minimum rates of wages payable to young persons below 18 years of age and disable persons shall be 80% and 70% respectively of the rates fixed by this notification for adult workers of the appropriate category —

4. For the purposes of this notification: —

(a) "unskilled work" means work which involves simple operations requiring little or no skill or experience on the job;

(b) "semi-skilled work" means work which involves some degree of skills or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of a skilled employee, and includes unskilled supervisory work;

(c) "skilled work" means work which involves skill or competence acquired through experience on the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgement.

5. Where the existing rates of wages based on contract or agreement are higher than the rates fixed by this notification, the higher rates shall be treated as minimum rates of wages for the purpose of this notification.

R. S. DESHPANDE

Deputy Secretary

S-32019(14)/79-WC(MW)